

## REMARKS

Applicant wishes to thank the Examiner for pointing out the informalities to claims 20, and 28-30. By the present amendment, Applicant has addressed these informalities in the manner suggested in the Office Action.

Applicant respectfully requests reconsideration of the rejection of pending claims 1-31 as being unpatentable under 35 U.S.C. §103 over the '993 patent to Zitaner et al. in view of the '079 patent to Kahn et al. The Office Action noted that the '993 patent does not teach or suggest aging salary data. The Office Action did not, however, note that the Zitaner teaches collecting information automatically from participants. In fact, in column 5, lines 22-25 Zitaner states:

"Preferably, each of the member computer systems 30, 32, 34 and 36 are configured to automatically transfer raw data on a **somewhat regular or periodic basis (e.g., daily, weekly, monthly. . .)**" (emphasis added)

The aging steps recited in applicant's claims provide a manner for working with data which it had not been collected immediately prior to use. In light of the fact that Zitaner collects this data on a regular basis, there is absolutely no motivation for a person of ordinary skill in the art to age the data collected by the system disclosed by Zitaner.

Applicant also respectfully submits that the Kahn et al. reference does not teach or suggest aging data in his description of pay scales appearing in column 24, lines

31-35. Even if Kahn et al. did suggest aging salary data, there would be absolutely no motivation for one of ordinary skill in the art to modify the Zitaner reference with an aging capability since Zitaner teaches a system which regularly collects current information from the member computer systems.

**REQUEST FOR PERSONAL INTERVIEW**

Applicants respectfully request a personal interview prior to the issuance of an Office Action. The Examiner is respectfully requested to contact the undersigned to schedule a mutually convenient date for the interview

## CONCLUSION

In light of the present amendment, Applicant respectfully submits that all of the claims are now in condition for allowance. If the Examiner has any questions or comments which might expedite the prosecution of the present application, the Examiner is respectfully invited to contact Applicant's attorney at the phone number set forth below.

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Respectfully submitted,



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